

2001 Bonus Goals program targets safety

by Judy Farrell

By putting safety first, Western employees have the opportunity to get larger payouts through the 2001 Bonus Goal program. The potential reward for meeting all goals has increased from \$1,200 in 2000 to \$1,500 in 2001.

The 2000 bonus goal program ended July 31, and full-time, full-year Federal employee will each receive an extra \$1,200 in their Sept. 21 paychecks. That amount reflects successfully meeting all bonus goals for 2000—the first time employees have received a full payout since the program began in 1995. The new Bonus Goal year began Aug. 1, and the rewards could be even bigger next year.

The increased payoff isn't distributed evenly across the goals. To emphasize the importance of safety, the reward for meeting each of three safety goals will increase from \$116.66 in 2000 to \$166.66 for 2001.

Cost and reliability payouts will remain at \$350 each. And employees will receive an extra \$300 if we meet all six goals. That's up from \$150 under last year's program.

Over the past few years, Western employees have done a good job on cost containment and reliability, resulting in full payouts. When it comes to safety, however, Western employees have come up slightly short on one or more goals.

It's not that Western has a poor safety record. Western frequently earns recognition for safety excellence from utility industry organizations such as the American Public Power Association. But the way the safety goals were set led to targets that were hard to reach, explained **Terry Dembrowski**, Western's safety manager.

When the Bonus Goal program began, each year's safety goals reflected a 25-percent reduction of a four-year rolling aver-

age. For example, the lost-workday goal was the average number of lost workdays for the past four years, reduced by 25 percent.

After a few years, as the number of lost workdays dropped, the program's target numbers got lower, making them tougher to achieve. "Ironically, we failed to achieve any safety bonus payout in a year when the APPA recognized Western for its outstanding safety record," Dembrowski noted.

This situation led senior managers to carry over the 1999 goals for the year 2000. The same goals will carry over for the 2001 program. *Closed Circuit* will report on our progress toward the goals every month.

In 2001, employees could earn up to \$1,500 through the bonus goal program if we meet all our goals. The 2001 goals are:

Safety

Recordable injuries

100-percent payout—16 or fewer

50-percent payout—no more than 19

Lost and restricted workdays

100-percent payout—225 or fewer

50-percent payout—no more than 270

Recordable motor vehicle accidents

100-percent payout—8 or fewer

50-percent payout—no more than 10

Cost containment

100-percent payout—Program direction costs of \$134,549,025 or less (2.5 percent below the budgeted amount for program direction)

50-percent payout—Program costs of \$135,239,020 (2 percent below the budgeted amount for program direction)

Reliability

100-percent payout—27 or fewer accountable outages

50-percent payout—no more than 33 accountable outages ⚡

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